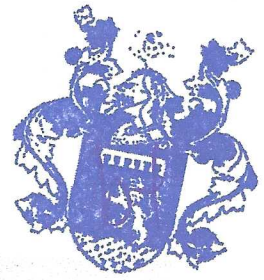


Tomeo Family Court



What's Next for Staff?

We know many of you will have questions. Please read this entire message, review the [FAQ document](#) and expect an invite to an all-staff Town Hall for Wednesday, October 13.

If you have questions about the safety or efficacy of the vaccine, or questions about your individual medical conditions or concerns, we urge you to consult your physician.

[Read the WSP USA FAQs specific to this Executive Order](#)

Fully vaccinated?

If you are **fully vaccinated**, please be sure to update your vaccination status in the Work Together app*, and look for a communication in the coming weeks about how to upload an image of your vaccination record to Work Together.

Need to request an accommodation?

If you will **not be fully vaccinated by December 8, 2021 due to a medical restriction or sincerely held religious belief**, you can request an accommodation

Not yet fully vaccinated?

If you are **not yet fully vaccinated**, we strongly encourage you to do so by December 8, 2021. See the chart below to help you schedule your doses.

Not yet fully vaccinated, not requesting accommodation?

If you will **not be fully vaccinated, and do not plan to request an accommodation**, contact your manager.

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Tomeo Family Court



through this form. We
recommend accommodations
be submitted and approved by
October 25, 2021. Specific
questions about individual
medical or religious
accommodations at work
should be sent
to eeo@wsp.com.

[Request an
Accommodation through
HR's Reasonable
Accommodation Request
Form](#)

**Please note: Employees not currently in the Work Together System, such as staff from recently acquired companies, will receive an invitation to upload their vaccine information to the system and complete their health self-assessment when working outside the home.*

Moderna, Pfizer, Johnson & Johnson Timetable to Meet December 8, 2021

Deadline

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Tomeo Family Court



What's Next for Subcontractors?

Subcontractors on our federal projects are subject to the same requirements as WSP USA. Our Federal Programs team is preparing notification letters for our subcontractors.

Questions and More Information

Click the buttons below to learn more, request an accommodation, or send in questions.

[Read the WSP USA FAQs
specific to this Executive
Order](#)

[Request an
Accommodation through
HR's Reasonable
Accommodation Request
Form](#)

[Send a question to leadership
about our response to this](#)

[Ask \[eeo@wsp.com\]\(mailto:eeo@wsp.com\) a
question about your](#)

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Executive Order at
vaccine.questions.us@wsp.com

[personal exemptions](#)

Additional Resources

- If you have questions about the safety or efficacy of the vaccine, or questions about your individual medical conditions or concerns, we urge you to consult your physician.
- Read [Presidential Executive Order 14042: Executive Order on Ensuring Adequate COVID Safety Protocols for Federal Contractors](#)
- Review the [Safer Federal Workforce FAQs for Federal contractors](#)
- There is a significant amount of information about COVID-19 and vaccines on the [CDC website](#).
- Visit the [Aetna COVID-19 resources page](#).
- To find a vaccine visit [Vaccine Finder](#).

Thank You

Lastly, thank you for enduring this ever-evolving pandemic with grace and patience. We are confident this step will move us closer to overcoming this difficult time. As we enter the season in which transmission rates will likely rise again, please keep your family and friends close and safe. We care about each and every one of you!

Stay healthy and safe,

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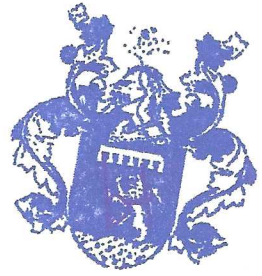
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Lou Cornell
President and
CEO, WSP
USA

Rich Driggs
Chief
Operating
Officer, WSP
USA

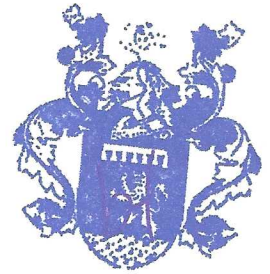
**Debbie
Arendsen**
Senior Vice
President,
Human
Resources,
WSP USA

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Tomeo Family Court



From: Tomeo, Bryan R.
Sent: Monday, October 11, 2021 11:30 AM
To: EEO <EEO@wsp.com>
Subject: RE: Reasonable Accommodation - Bryan Tomeo
Importance: High

Kiana,

By me requesting an accommodation or exemption means WSP has authority over me and my body. My 1st Amendment rights already protect me from such mandates without further response.

I've sent this to Alex and Rich before Wednesdays Town hall and awaiting a formal reply:

- A. Why is WSP assuming Biden is President?
- B. Are you aware of the list of employers not requiring employees to get vaccinated? 1) The White House, 2) CDC, 3) FDA, 4) WHO, 5) Moderna, 6) Pfizer, 7) JnJ
- C. Please confirm the company hasn't received any additional Covid funds from the government OR as part of enforcing this mandate?
- D. What was the outcome determined from the cost differences between Government Fines and 1A class action lawsuits?
- E. What was the outcome determined by the officers of WSP USA with regards to the personal liability lawsuits under Nuremberg Code they will be served with as a result of this decision?

As your employee, I am requesting that you review this document, provide the requisite information, and sign the form, in regards to your requirement that employees get a Covid- 19 emergency use authorization (EUA) investigational vaccine.

1) If I agree to receive an EUA Covid-19 injection, does my employee health insurance plan provide complete coverage should I experience an adverse event, or even death?

2) As an employee, does my life insurance policy provide any coverage in the event that I die from receiving an EUA Covid-19 injection?

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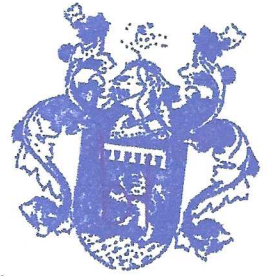
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3) As an employee, will you be providing Workers' Compensation, disability insurance, or other resources if I have an adverse event to an EUA Covid-19 injection and am unable to come to work for days, weeks, or months, or if I am disabled for life?

4) The Food and Drug Administration (FDA) requires that EUA vaccine recipients be provided with certain vaccine-specific information to help them make an informed decision about vaccination. The EUA fact sheets that must be provided are specific to each authorized Covid-19 injection are 8 developed by the manufacturers of the injections (Pfizer/BioNTech, Moderna, Oxford/AstraZeneca, and the Johnson & Johnson subsidiary Janssen). The fact sheets must provide the most current and up-to-date information on the injections, and vaccine recipients must also receive information about adverse events. Have you read, understood, and provided me (and all other employees) with these fact sheets and with current information on adverse events so that I/we can make an educated decision?

5) Have you reviewed the available databases of material adverse events reported to date for people who have received Covid-19 injections 9,10,11,12 Potential and reported adverse events include death, anaphylaxis, neurological disorders, autoimmune disorders, other long-term chronic diseases, blindness and deafness, infertility, fetal damage, miscarriage, and stillbirth.

6) The FDA's guidance 13 on emergency use authorization of medical products requires the FDA to "ensure that recipients are informed to the extent practicable given the applicable circumstances... [t]hat they have the option to accept or refuse the EUA product...." Are you aware of this statement? Have you informed all employees that they have the option to refuse?

7) With respect to the emergency use of an unapproved product, the Federal Food, Drug and Cosmetic Act, Title 21 U.S.C. 360bbb-3(e)(1)(A)(ii)(I-III)¹⁴ reiterates that individuals be informed of "the option to accept or refuse administration of the product, [and] of the consequences, if any, of refusing administration of the product, and of the alternatives to the product that are available and of their benefits and risks." If EUA Covid-19 investigational vaccines are ever approved by the FDA, state legislation would be required to allow companies to mandate the Covid-19 injections. Are you aware of these facts?

8) EUA products are unapproved, unlicensed, and experimental. Under the Nuremberg Code—the foundation of ethical medicine—no one may be coerced

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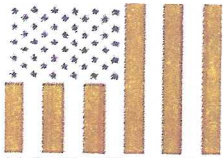
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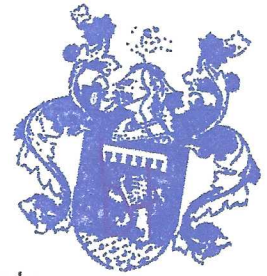
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to participate in a medical experiment. The individual's consent is absolutely essential. No court has ever upheld a mandate for an EUA vaccine. In *Doe #1 v. Rumsfeld*, 297 F. Supp. 2d 119 (2003) 15, a federal court held that the U.S. military could not mandate EUA vaccines for soldiers: "...[T]he United States cannot demand that members of the armed forces also serve as guinea pigs for experimental drugs" (Id. at 135). Are you aware of this?

9) The United States Code of Federal Regulations¹⁶ and the FDA require the informed consent of human subjects for medical research. The EUA Covid-19 injections are unapproved, unlicensed, investigational vaccines that are still in their experimental stage. It is unlawful to conduct medical research on a human being, even in the event of an emergency, unless steps are taken to secure the informed consent of all participants. Are you aware of this?

10) According to Federal Trade Commission (FTC) Guidelines¹⁷ and the FTC's "Truth In Advertising,"¹⁸ promotional material—and especially material involving health-related products—cannot mislead consumers, omit important information, or express claims. All of this falls under the rubric of "deceptive advertising" (whereby a company is providing or endorsing a product), whether presented in the form of an ad, on a website, through email, on a poster, or in the mail. For example, statements such as "all employees are required to get the Covid-19 vaccine to make the workspace safe" or "it's safe and elective" leave out critical information. Critical information includes the facts that Covid-19 injections are unapproved EUA vaccines that "may" or "may not" prevent Covid, won't necessarily make the workspace safer, and could in fact cause harm. Not providing links or attachments of the manufacturers' fact sheets and current information on adverse events is omitting safety information. Are you aware of this?

11) Since the Covid lockdowns began over one year ago, there have been over 178 reported breaches of unsecured protected health information (PHI), incidents investigated by the Office for Civil Rights (OCR). These breaches exposed millions of people's personal health information. Although many of these incidents were attributed to hacking, some of the breaches to PHI fell directly under the 1996 Health Insurance Portability and Accountability Act (HIPAA), such as sharing a patient's or person's information with an unauthorized individual or incorrectly handling PHI. 19 Can you please explain your obligations to me, under HIPAA law, and how you are going to protect my personal information - both with respect to your requirement that I receive this injection?

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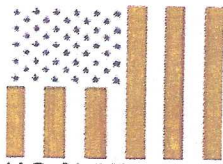
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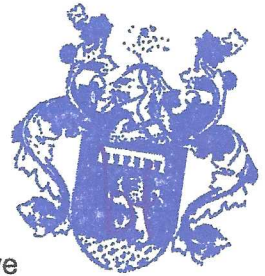
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12) Whereas pharmaceutical companies that manufacture EUA vaccines have been protected from liability related to injuries or deaths caused by experimental agents since the PREP Act¹ was enacted in 2005, companies and all other institutions or individuals who mandate experimental vaccines on any human being are not protected from liability. Are you aware that you do not enjoy such liability protection?

13) Are you aware that employees could file a civil suit against you should they suffer an adverse event, death, or termination from their place of employment?

As the legally authorized officer of the employer/company, I have read all of the above information, have provided my employees with all of the information that the FDA requires be provided to recipients of the Covid-19 injections, and do hereby agree to assume 100% financial responsibility for covering any and all expenses from adverse events, including death, through insurance coverage or directly. In addition, I affirm that the employee will not be subjected to the loss of their job should they decline to receive a Covid-19 injection.

Authorized officer of company requiring injection

Company Date

Employee
Date

Company

Witness
Date

Company

Endnotes:

1. Congressional Research Service. The PREP Act and COVID-19: Limiting Liability for Medical Countermeasures. Updated Mar. 19, 2021.
<https://crsreports.congress.gov/product/pdf/LSB/LSB10443>.

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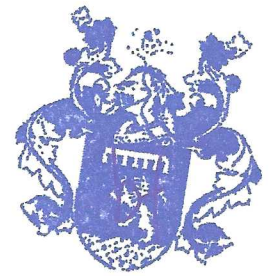
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2. Del Bigtree interviews 3 medical professionals incapacitated by Covid injections. The Highwire, Apr. 29, 2021.

<https://www.bitchute.com/video/A4d8FB2cIBTc/>.

3. America's Frontline Doctors. Vaccines & the law.

<https://www.americafrontlinedoctors.org/legal/vaccines-the-law>.

4. Layton, Catharine. Forced to get the COVID vaccine? ICAN may be able to help. The Defender, Jan. 29, 2021.

<https://childrenshealthdefense.org/defender/forced-to-get-covid-vaccine-ican-may-be-able-to-help/>.

5. <https://uscfc.uscourts.gov/sites/default/files/Vaccine%20AJorneys.pdf>.

6. The Solari Report. Family Financial Disclosure Form for Covid-19 injections. Mar. 1, 2021. <https://pandemic.solari.com/family-financial-disclosure-form-for-covid-19-injections/>.

7. The Solari Report. Form for Students Attending Colleges or Universities Requiring Covid-19 Injections. May 3, 2021.

<https://pandemic.solari.com/form-for-students-attending-colleges-or-universities-requiring-covid-19-injections/>

8. Centers for Disease Control and Prevention. COVID-19 Vaccine Emergency Use Authorization (EUA) Fact Sheets for Recipients and Caregivers.

<https://www.cdc.gov/vaccines/covid-19/eua/index.html>.

9. UK Medical Freedom Alliance. COVID-19 Vaccine Info.

<https://www.ukmedfreedom.org/resources/covid-19-vaccine-info>.

10. Vaccine Adverse Event Reporting System. <https://vaers.hhs.gov>.

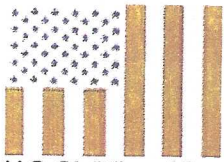
11. CDC WONDER. About the Vaccine Adverse Event Reporting System (VAERS). <https://wonder.cdc.gov/vaers.html>.

12. National Vaccine Information Center. Search the U.S. Government's VAERS Data. <https://www.medalerts.org/>.

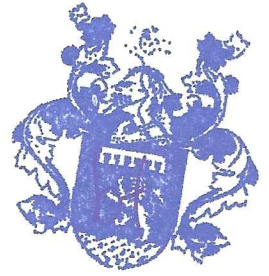
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13. U.S. Department of Health and Human Services. Emergency Use Authorization of Medical Products and Related Authorities:

Guidance for Industry and Other Stakeholders. January 2017.
<https://www.fda.gov/media/97321/download>.

14. 21 U.S. Code § 360bbb-3 - Authorization for medical products for use in emergencies.

<https://www.law.cornell.edu/uscode/text/21/360bbb-3>.

15. Doe #1 v. Rumsfeld, 297 F. Supp. 2d 119 (2003).
<https://www.courtlistener.com/opinion/2326816/doe-v-rumsfeld/>.

16.
https://www.govregs.com/regulations/expand/tle21_chapterI_part50_subpartB_secon50.24#regulation_2.

17. Federal Trade Commission. Advertising FAQ's: A Guide for Small Business.

<https://www.Yc.gov/ps-advice/business-center/guidance/advertising-faqs-guide-small-business>.

18. Federal Trade Commission. Truth in Advertising. <https://www.Yc.gov/news-events/media-resources/truth-adversing>.

19. U.S. Department of Health and Human Services. Once for Civil Rights. Breach Portal: Notice to the Secretary of HHS Breach of Unsecured Protected Health Information.

https://ocrportal.hhs.gov/ocr/breach/breach_report.jsf;jsessionid=618E88DD94EE65D46D5785CB2A643553.

Bryan Tomeo

Sr. Supervising
Engineer, Aviation
Engineering

BICSI - RCDD, CA
GC 928142

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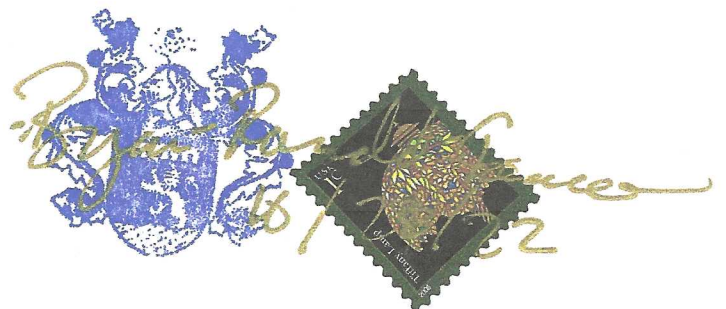
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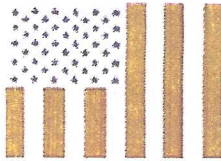
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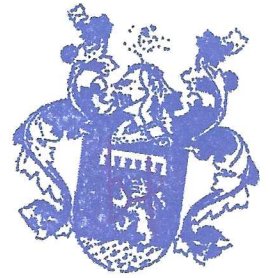
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From: EEO <EEO@wsp.com>

Sent: Monday, October 11, 2021 11:09 AM

To: Tomeo, Bryan R. <Bryan.Tomeo@wsp.com>

Subject: Reasonable Accommodation - Bryan Tomeo

Hi,

Thank you for reaching out. We have reviewed the reasonable accommodation request you submitted to the EEO Office on 10/07/2021. In order to continue to review your request and make a determination, we need clarification to better understand your request. Please identify the specific exemption you are requesting (medical or religious).

If requesting a medical exemption from getting a vaccine in the form of an accommodation, please find the reasonable accommodation medical questionnaire (attached) for your doctor to complete and send back to us for further consideration. If you are requesting a religious exemption, please complete the [Religious Exemption Accommodation Questionnaire](#).

Please be aware that in accordance with the newly passed executive order all employees of federal contractors, regardless of whether they work remotely or from a WSP office, are required to be vaccinated by 12/8. You can refer to Rich Drigg's 10/7 email and the Q&A provided for more details.

Once you have submitted the additional information, we will proceed with our review of the request and continue engaging in an interactive dialogue with you to reach a determination. Please keep in mind that we cannot make any final decision on the request until we receive the clarifications outlined above. You must reach out to us by **October 15th** to provide the requested information. If we do not receive a response by then we will consider your Reasonable Accommodation request closed.

Thank you,

Kiana

**Equal Employment
Opportunity**

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